

Apprenticeship Section- (360) 902-5320
PO Box 44530, Olympia, Washington 98504-4530
Web site: <http://www.lni.wa.gov/TradesLicensing/Apprenticeship/default.asp>

DATE: April 14, 2006

TO: Washington State Apprenticeship and Training Council Members
Labor and Industries' Apprenticeship Coordinators
Washington State Apprenticeship Training Directors/Coordinators
Interested Apprenticeship Stakeholders

FROM: Nancy J. Mason, Apprenticeship Program Manager

SUBJECT: **QUARTERLY REPORT FOR THIRD (FY) QUARTER 2006
(January - March 2006)**

There were **12,598** active apprentices for the 12-month time period ending March 31, 2006 of which **1930** were women and **2668** were minority.

For the time period:

- **178** individuals received completion certificates;
- **760** individuals were registered;
- **4** committees were registered with a total of **4** occupations;
- **3** programs were registered with a total of **3** occupations; and
- **1** occupation was added to **1** existing program.

As of March 31, 2006 there are:

- **252** registered programs, of which there are:
 - **41** plant programs;
 - **1** OJT program;
 - **113** Group-Joint programs;
 - **69** Individual-Joint programs;
 - **17** Group Non-Joint Programs;
 - **10** Individual Non-Joint programs; and
 - **1** Individual Waiver program

If you break this out to one program equals "1 occupation with one committee" then there are currently **594** individual programs.

70 Training agents were added during the quarter.

During the time period, there were 13 active injury claims which fell under WSATC jurisdiction. They are with the following programs:

Prog ID	Program Name	Status
128	King County Carpenters Apprenticeship	Closed but Pending/Appeal
71	Northwest Laborers Apprenticeship	Closed but Pending/Appeal
128	King County Carpenters Apprenticeship	Closed
110	E WA - N ID Carpenters	Closed
295	South Puget Sound Carpenters JATC	Closed
295	South Puget Sound Carpenters JATC	Closed
487	NW Line Construction Industry JATC	Active
61	W WA Cement Masons Apprenticeship	Active
71	Northwest Laborers Apprenticeship	Active
295	South Puget Sound Carpenters JATC	Active
288	Spokane Home Builders Association	Active
560	INC/AGC - Operators	Active
56	Central WA Carpenters/Millmen	Active

General Apprenticeship Activities:

The following committees/programs/occupations were approved at the January 2006 WSATC quarterly meeting.

City of Milton PUD & IBEW Local #483 Joint Apprenticeship Training Committee	Lineman	New Committee
Electrocom	Sound and Communications	New Committee
NSCA Washington State EST Apprenticeship Committee	Electronic Systems Technician	New Committee
SimplexGrinnell LP	Sprinkler Fitter	New Committee
Columbia Basin Physical Therapy Inc. P.S.	Physical Therapist Assistant	New Standards
Elmhurst Mutual Power & Light Company Apprenticeship Committee	Lineman	New Standards
Washington State Department of Transportation JATC	Transportation Technician 2	New Standards
Pacific Power & LU 125 JATC	Estimator	New Occupation
Pasco Millwrights Apprenticeship Committee	Millwright	Geographic change

2004 Affirmative Action/Compliance Reviews

As of the January 2006 WSATC meeting, all 222, 2004 reviews have completed by the Apprenticeship Consultants. There are still several of these reviews to be reviewed by the Compliance Review and Retention Subcommittee and there are also several programs requiring follow-up.

2005 Affirmative Action/Compliance Reviews

L&I Apprenticeship Consultants began the process of conducting 2005 Affirmative Action/Compliance Reviews as directed by the WSATC at the January 2006 meeting. As of March 31, 2006, 8 compliance reviews have been received at Central Office and there are a total of 76 programs on the to-be-reviewed list.

Governor's bill expands apprenticeship opportunities

Governor Gregoire proposed this bill to expand apprenticeship opportunities for secondary schools to help prepare students for technical careers and apprenticeships. These expanded opportunities are part of the Governor's education priority.

The new law requires the Washington State Apprenticeship and Training Council (WSATC) to lead and coordinate education outreach programs for middle and high schools, specifically focused on apprenticeship and career opportunities. It requires

the WSATC to manage a program to allow high-school students a “direct entry” into building-trades apprenticeships.

Under this new law, the WSATC will:

- Assist schools in obtaining existing resources.
- Develop guidelines in conjunction with the Office of the Superintendent of Public Instruction and other affected agencies and interested parties.
- Award 10 incentive grants for school districts to negotiate and implement local apprenticeship agreements for accepting high-school students.
- Provide a yearly report to the Education and Commerce and Labor committees.

About 41 percent of high-school students do not go to college, so for many of these young people, apprenticeship offers another avenue to a good job. It also supplies a skilled and motivated workforce in fields where qualified workers may be scarce, such as in construction and health care.

Apprenticeship is a vital program that brings business and labor together in partnership, trains skilled workers, contributes to the economic vitality of the state and invests in young people by providing more opportunities for “the original four-year degree.” I’m pleased that this is one of the Governor’s priorities.

PROGRAM News

Three Time Sheet Metal National Contest Participants:

Source: Jody Robbins, Western WA Sheet Metal JATC:

Vaughn White, 4th Year apprentice with Western WA Sheet Metal JATC, is competing for the third year in a row at the National Contest for Sheet Metal Apprentices being held the week of March 27, 2006 in Las Vegas, Nevada. To get to the national level, Vaughn had to win at the local and regional level each of the past three years. Needless to say Vaughn is well respected in region 12 which takes in parts of Canada, Alaska, Idaho, Oregon and Washington. We wish Vaughn good luck this year in Las Vegas.

Sprinker Park Volunteer Project recognized:

Source: Jody Robbins, Western WA Sheet Metal JATC:

The Sheet Metal apprentices and journeymen involved in the Western WA Sheet Metal JATC volunteer efforts at Sprinker Park Recreation Center in Spanaway, WA received recognition in the Daily Journal of Commerce "Construction Spotlight" on February 16, 2006. Three dozen journey and apprentice members learned metal roofing techniques under instructor Mark Reda. Mark, a McKinstry/Roberg Company Foreman and part-time architectural metal instructor for the JATC led this training effort over the course of nine Saturday classes. Pierce County Parks and Rec. contracted with Architectural Sheet Metal Inc. for the materials and the JATC provided the labor through the metal roofing classes. Architectural Sheet Metal along with Scott & From Company also donated materials for the project. THE WWSM JATC would like to thank everyone involved in this project.

Sound Transit & Multi-Trade "Pizza, Pop & Power Tools The key to ramping up interest in construction

Source: Carol O'Neill, Community Outreach Volunteer Washington Women in Trades



Eric Franklin, NW Carpenters Community Relations Representative, educating middle-school students about Thomas Jefferson High School's Construction Apprenticeship Prep Program.

There was not a seat to be had in the construction shop at Thomas Jefferson High School in Federal Way. On February 10, 2005, a crowd gathered for the fun and informative third Sound Transit & Trades "Pizza, Pop & Power Tools" event. "We were so happy to have Sound Transit sponsor this event," said Sandy Duvall, Thomas Jefferson High School's Career and College Specialist, "The construction pathway is just another way of providing students [with] options for their 13th year plan."

The lunchtime, multi-trades winter events for the Puget Sound Region provide dynamic opportunities for students to hear directly from experienced speakers, and learn how pre-apprenticeship programs can lead to family wage jobs through rewarding career opportunities in the trades.

The original kick-off event was held in December 2005 at Seattle's Cleveland High School, to inform students about its new Pre-Apprenticeship ACE program. The program, which will begin in the spring at the Duwamish Industrial Education Center, was a big hit with both students and teachers and it's already filled to capacity. Nan Johnson, Seattle Schools District's ACE Pre-Apprenticeship Coordinator summed it up best when she simply proclaimed: "I'm ecstatic!"

Seattle's Franklin High School held the program to help promote its already existing pre-apprenticeship program for spring and fall quarters, and the Thomas Jefferson event promoted the program for the entire Federal Way School District. Sound Transit and the trades want to expand the program into other areas.

Please visit the following web sites for apprenticeship information:

WA State Dept. of L&I Apprenticeship

www.Lni.wa.gov/scs/apprenticeship

Washington Women in Trades

(206) 903-9508

www.wawomenintrades.com

Building a workforce, one apprentice at a time

BY Steven Friederich - Daily World Writer

Sunday, March 5, 2006 Grays Harbor Daily World - Grays Harbor and Northern Pacific Counties, WA, USA.

Tethered high from a safety harness and some rope, Hoquiamite Josh Charlie could well be mistaken for a trapeze artist.

Charlie, who completed the carpentry program at Grays Harbor College three years ago, is now putting his classroom skills to the test.

He's one of several apprentices working on the new instructional building at the college under a new state law that requires state public works construction sites to employ a minimum number of apprentices.



DAILY WORLD / [KATHY QUIGG](#) Josh Charlie, 23, of Hoquiam is in the apprenticeship program for the Local 317 Carpenter's Union. He is helping to put up the frame for a wall for Grays Harbor College's new instructional building.

"I've gone from being in the classroom to building classrooms," he quips with a grin.

The Legislature is also considering a law this session that would require Department of Transportation work sites to use apprentices. Many private job sites already voluntarily use apprentices.

Unions have put a high priority on apprentice programs as not only a way to boost membership but to make sure even non-union workers are properly trained. Younger construction workers also need to be found and trained before the Baby Boomer generation starts to retire, said local 252 Laborers' Union organizer Paul Harris.

An apprentice is someone who is doing on-the-job training in an effort to become a professional journeyman in a specific field, such as construction.

"Apprenticeship utilization is making it so our public entities are being responsible for our taxpayers and re-investing in our people," said Ken Ervin of the local 317 Carpenters Union.



“With the Baby Boomer generation getting up in age, there’s going to be a real lack of skilled workers here in the future and everybody is recognizing that,” Harris said. “A lot of these youngsters want to go into technology and computer fields and that’s all well and good, but it leaves a gap of skilled laborers and there are good jobs to be had out there.”

DAILY WORLD / [KATHY QUIGG](#) Ross Bynum, co-owner of BB&R Construction, was himself a former apprentice.

“They’re the ones who are going to replace us in the next 10 years,” agreed Tom Shook, president of the local 317 Carpenters Union. “If we don’t start increasing apprenticeship numbers, we’re going to be losing a lot of people to retirement.”

Charlie is 23 years old and says he’s “already sick of being laid off.” He said he’s ruled out being a logger and noted that with The Weyerhaeuser Co. recently closing Aberdeen’s large log mill and planning to close the Cosmopolis pulp mill, wood products industry jobs in general don’t offer much security.

“I used to work in a fence board mill and we got laid off three times in one year,” Charlie said. “They’re closing Weyco now and what else is there for a guy to do? This is a good career.”

Earning & learning

Apprentices are hired independently by private companies, such as BBR, a subcontractor for Absher Construction, which is helping to construct Grays Harbor College’s new building. While the companies pay apprentices a salary, training is generally paid for by the union, said Alice M. Curtis, a state Labor & Industries apprenticeship coordinator for portions of Southwest Washington.

“So you’re getting the schooling part while you’re earning money,” Curtis said. “Many people cannot go to college so they may work at McDonald’s for years and years and this way they earn a living wage with a lifelong career.”

There are apprentices for every career imaginable. The Hoquiam Fire Department utilizes apprentices. Weyerhaeuser uses apprentice sawfilers, among other fields. There are apprentices for the meat cutting industry, for the medical field and soon even for cosmetologists. In Grays Harbor there are 146 people working as an

apprentice, according to Labor & Industries statistics. Pacific County has 35. Statewide there are more than 9,400.

"If you think about it, we're the original four-year degree," Curtis said. "This is the way you did it back in the old days when there wasn't college."

"Apprentices have been around since Christ," Shook said. "In fact, I think he was an apprentice."

How to start

People wishing to learn a craft go to a union or visit the state Labor & Industries department. They take a test, usually about rudimentary skills and knowledge. The test's score will qualify a person for a specific field. Different fields may have extra tests. A construction-related job would require experience with a hammer and nails more than a firefighter's job would, for example.

After passing the tests, an apprentice gets on-the-job training as soon as a job can be found. Once he or she gets a certain number of hours in the field, which usually takes about four years, he or she becomes a journeyman. A carpenter apprentice needs 5,600 hours to become a journeyman, for example. And a laborer needs 4,000 hours.

Larry Tisdale, 38, of Aberdeen, is working his first job as an apprentice at Grays Harbor College for BBR. He's a carpenter's apprentice with about 350 hours on the job. After he's done with this job, he'll have to find another. The more jobs he works, the more hours he builds up before becoming a journeyman.

"It's hard to find a good job that's going to be around the way the economy is working," Tisdale said. "You have to be selective. I love working outside, I love to slip in the mud. I look at structures now and see how they're built. Before I walked into a building and didn't think anything of it and now I walk in and think, 'Hey, I know how that was built.' "

'I want to set an example'

While Grays Harbor College graduate Doug O'Connor works as an apprentice for the Plumbers and Pipefitters Union and fits the bill for replacing retiring older workers of the Baby Boomer generation, Hoquiamite George Kozak, 44, enrolled as an apprentice with the Laborers' Union to start a second career.

Both had to go through the same process to start and their unions are paying for their training, amounting to an industry scholarship worth between \$40,000 and \$100,000, state Labor and Industries statistics show. They're both working on Grays Harbor College's instructional building.

Apprentices earn about 60 percent of the average salary of a journeyman employee, which is based on a state Labor & Industries wage scale.

Kozak is earning about \$15 per hour as an apprentice for the Laborers' Union while Charlie is earning about \$17 per hour for the Carpenters.

"To find a job here on the Harbor that you can support your family on is hard," said Kozak, who is married and has children. "I'm just a normal guy, just making a living and trying to do my best. It's really hard to be a logger anymore."

"I spent 15 years or better in the woods and worked for the state for a while, I just needed something more physical and more gratifying.

"With the training and the school for the apprentice program, you don't have to be at the bottom forever. I don't want my son to go through all the turmoil of hard learning that I did. I want to set an example."

Kozak can take his journeyman certificate and move anywhere in the country with it and be recognized as an accomplished worker who knows what he's doing, said Harris, with the Laborers' Union.

"A lot of these companies say they train their own people," Harris said. "Well, the trouble with that is that person leaves the job and wants to go somewhere else to work, all they have is the word that that guy was trained. In a structured apprenticeship program, they get a certificate and are registered with the state. ... Your training wasn't done in some fella's backyard. It's real."

Because apprentices come to businesses at a cheaper rate, contractors are usually more than happy to use them.

"Basically, what we're looking to get out of it is that these guys will be carrying us when we're old and gray so we want to teach them what we know and get them in," said Ross Bynum, a co-owner of the Tacoma-based construction company, BBR.

"Hopefully, they can set their goal as retirement in this trade as well," said Bynum, who started as an apprentice himself back in 1981. "If you don't have apprentices there won't be anyone to replace us. ... It's a reality of what's going on."

[Steven Friederich](#), a Daily World writer, can be reached at (360) 532-4000 ext. 134 or by e-mail at sfriederich@thedailyworld.com.

Boeing/IAM Joint Apprenticeship Graduates Honored

Source: Gina Ames, Boeing/IAM Joint Apprenticeship Coordinator

Seven graduate apprentices were honored on February 23, 2006 for completing an intensive four or five year apprenticeship program sponsored by the Boeing Company

and the International Association of Machinists, District 751. This year's graduates are:

Morgan Bragg: Machine Tool Maintenance Mechanic

Robert Evans: Industrial Electronic Maintenance Technician

Karin Faulkner: Cellular Manufacturing Machinist

Shelley Miller: NC Spar Mill Operator

Raymond Miller: NC Spar Mill Operator

Hung Nguyen: Cellular Manufacturing Machinist

Maurice Taylor: Industrial Electronic Maintenance Technician

The event was held at the Museum of Flight in Seattle. Addressing the graduates were IAM President Mark Blondin, VP of Manufacturing & Quality – BCA Steve Westby, and IAM&AW International President R. Thomas Buffenbarger. The three guest speakers presented awards and certificates to each graduate, along with South Seattle Community College President Dr. Jill Wakefield, Labor & Industry State Apprenticeship Coordinator Sandra Husband, and Executive Director of IAM/Boeing Joint Programs Gary Jackson.

Master of Ceremony and Apprenticeship Coordinator Gina Ames noted that 1,019 graduates have completed a Boeing/IAM Joint Apprenticeship in Puget Sound to date. The apprenticeship program is the longest running joint venture between The Boeing Company and the International Association of Machinist Union, beginning in 1935. All of the speakers stressed how difficult the program is to complete, the years of unpaid schooling required, and the important role of family members who provide understanding and support. Each speaker recognized the unique role apprenticeship plays in developing highly skilled and valuable employees.

This year, graduate Robert Evans spoke as a representative of the Class of 2005. Robert thanked the many people who make his apprenticeship opportunity possible, especially all of the highly skilled journeymen who took the time and effort to share with him their experience and skill. "I never became an expert in any one thing, but became knowledgeable in hundreds of areas and built a solid foundation in my chosen field. I've developed a learning attitude and skills to last a lifetime," Evans said.

The prestigious Arnie Durall Achievement Award went to top graduate Hung Van Nguyen. The award is presented to the graduate who earns the highest average classroom grades and on-the-job monthly performance scores. The award is named after the late Arnie Durall, an instructor who devoted many years to the education of apprentices at Boeing.

Carrie Goodin, Port of Seattle Stationary Engineer Apprentice

Source: James Burnson, Training Director, WW Stationary Engineers Training Trust

Carrie Goodin is a third year Operating and Maintenance Engineer (Stationary) Apprentice at Sea-Tac Airport. Operating and Maintenance Engineer Journeyman level positions at the airport need to have a Grade 2 Boiler License along with other requirements to work in those positions. Most Stationary Apprentices are able to obtain a Grade 3 Boiler License by the time they complete their four year apprenticeship. Carrie is not only one of the few women to hold a City of Seattle 2nd

Grade Boiler license she is one of only four apprentices to ever achieve this during their apprenticeship.

Carrie grew-up in the foster care system where she learned a lot about self reliance. She has carried that quality over into her adult life with a good work ethic and eagerness to achieve goals.

She began her working career in the production assembly field with ABC Biscuit and Tam Engineering in Tacoma, Washington. In 1993 she went to work for Kenworth Truck Company and joined Machinist Union Local 289. She enjoyed working there and thought this would be a long time career but eight years later company wide lay-offs would find her looking for work. Carrie decided to take an opportunity to become a Laborers Apprentice with Local 242. Upon successful completion of that apprenticeship and while working at Sea-Tac Airport on a construction job she was introduced the field of stationary engineering. The work looked challenging and rewarding while offering greater use of her skills and abilities. She applied and was accepted as an apprentice at the Port.

Carrie has faced many struggles and disappointments in life but where some people would have given up, she has persevered and is achieving more than she thought possible.



Carrie Goodin with Instructor Daryl Walker

Apprenticeship instrumental in helping Apprentices get Degrees - Quincy Food LLC. - Industrial Maintenance

Source: Bruce Miller, Maintenance Manager

Apprenticeship helps bring the skills and the theory of education and it opens up a learning path to higher education for those interested. A good example of this is that apprenticeship has been a big help in the following apprentices earning their college degrees:

- Jose Corona, Industrial Electrical Technology Degree from Big Bend Community College

- Mikhail Boychuk, Industrial Electrical Technology Degree from Big Bend Community College
- Jose G Valdivias, (working on Industrial Electrical Technology Degree from Wenatchee Community College)

Additionally, Joey Rubio is also on his way to a degree.

Comments from: Jose Corona:

Yes it was very instrumental because as I was learning the theory of electrical and electronics in college, I was coming to work and applying it while going through the apprenticeship program. I am very satisfied with the outcome and thankful for everyone's help as I went through the program.

Also Mikhail Boychuk and Jose G Valdivias were doing the same as I did, Mike did get his degree and Jose G before he left us was still not finished with his but I am pretty sure that the program was very instrumental for them too.

Franklin Pierce School District Honors Apprenticeship Graduates

Source: Faith Collins, Franklin Pierce PSE Chapter President and Tim Busch, PSE Field Services Specialist



The people in the picture are;
 (Left to Right) Jamie Siegel, Franklin Pierce SD; Lori Barnett, apprenticeship graduate; Linda Heitz, apprenticeship graduate; Faith Collins, Franklin Pierce PSE President; Colleen Vadheim, Pierce College; Tommie Terry, apprenticeship graduate.

Three paraeducators from the Franklin Pierce School District were recognized as the first to complete the apprenticeship program in the FP school district. They were also the first apprenticeship graduates in Pierce County.

Linda Heitz, a paraeducator from James Sales Elementary School, completed the 2,000-hour Instructional Assistant Program. **Lori Barnett**, a paraeducator from Keithley Middle School and **Tommie Terry**, a paraeducator from Washington High School, completed the 6,000-hour Educational Paraprofessional Program and were recognized at the Franklin Pierce School Board Meeting on Tuesday, Jan. 17.

The graduates were introduced by Jamie Siegel, Human Resources Director and were recognized by **Tim Busch**, PSE Field Services Specialist. They were presented with their certificates by Colleen Vadheim of Pierce College.

The school district agreed to support the apprenticeship program when the No Child Left Behind Act became law. The paraeducators in the district, not wanting to wait for the para test to be designed, voted to start the apprenticeship program.

Tim Busch and Colleen Vadheim explained the program to approximately 50 paras who signed up. There was a lot of excitement about the program from the beginning. The paraprofessional test became available about a year and a half later.

Most of the paras in the apprenticeship program took the test and passed. Many then chose to drop out of the apprenticeship program. About 15 participants remain in the program and are still taking classes.

We are proud to recognize Linda, Lori and Tommie for sticking to it and for going the distance.

Kudos to council for ordinance

Source: HeraldNet, Published: Tuesday, March 14, 2006

As a member of Laborers' International Union of North America, Local 292, and a Snohomish County resident, I would like to take the time to commend council president Kirke Sievers and the rest of the Snohomish County Council on their amended ordinance No. 06-008 relating to apprenticeship requirements for construction projects estimated to cost \$1 million or more.

State approved apprenticeship programs provide for the young men and women of our county who are not destined to go on to higher education an opportunity to earn a fair family wage, with healthcare benefits, retirement plans and professional training, as they learn the respective duties of their crafts and trades.

These apprentices are not only our future building trades craftspersons, they're our county residents, future school board members, city council and who knows, maybe even our future County Council members.

Whenever any board seizes the opportunity to help build a healthier community, there should be public applause for that body.

By expanding apprenticeship requirements to include "all public works projects" estimated to cost \$1 million or more within Snohomish County, you have done just that, set the groundwork for a healthier community. For that, not only do I applaud you, I deeply thank you for investing in our future generations.

DOUG SCOTT
Marysville